EMPLOYMENT AND WOMEN'S EMPOWERMENT FOR
NON GOVERNMENTAL ORGANIZATIONS
IN MOGADIHU, SOMALIA

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Master of Arts in development studies

By:

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October, 2012
DECLARATION A

"This Thesis is my original work and has not been presented for a Degree or any other academic award in any University or Institution of Learning".

Name and Signature of Candidate

23.10.2017

Date
DECLARATION B

"I confirm that the work reported in this Thesis was carried out by the candidate under my supervision".

Name and Signature of Supervisor

Date
DEDICATION

The Researcher dedicated this thesis to her father Abdullahi Mohamud, Brother Abulkadir Abdullahi, and her other brothers and sisters.
APPROVAL SHEET

This Thesis entitled "Employment and women’s empowerment in selected local NGOs in Mogadishu, Somalia" prepared and submitted by Naimo Abdullahi Mohamud in partial fulfillment of the requirements for the degree of Master of Arts In Development Studies has been examined and approved by the panel on oral examination with a grade of PASSED.

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Name and Sig. of Chairman

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Name and Sig of Supervisor    Name and Sig. of Panelist

____________________________  ______________________________
Name and Sig. of Panelist     Name and Sig. of Panelist

Date of Comprehensive Examination: __________________________
Grade: __________________________________

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Name and Sig. Of DVC, CHDR
ACKNOWLEDGMENT

In the name of Allah, the most merciful the most gracious, the researcher thanks Allah the way he has guided to him and given the ability, the knowledge and the wealth to write this thesis.

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<td>ILO</td>
<td>International Labour Organization</td>
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<td>GDI</td>
<td>Gender Development Index</td>
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<td>HDI</td>
<td>Human Development Index</td>
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<td>NGO</td>
<td>Non-Governmental Organization</td>
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<td>SOCWO</td>
<td>Somali Center for Women Empowerment</td>
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ABSTRACT

This study explores the relationship between women's empowerment and employment in Mogadishu Somalia. The study was guided by the following research objectives; the first objective was to determine the profile of the respondents in terms of: age, gender, highest educational qualification, and work experience and the second and third objective was to determine the level of employment and the level of women's empowerment of the selected local NGOs and the fourth objective was the relationship between employment and women's empowerment in selected local NGOs in Mogadishu, Somalia.

The study was conducted through descriptive survey and correlation research design by using quantitative approach with two parts questionnaire and 100 respondents was selected from selected local NGOs Mogadishu Somalia. The study utilized descriptive statistics, frequencies and percentage; tables were used in the presentation of data. And also Pearson's Product Moment Correlation Coefficient was applied to test correlation between employment and women's empowerment.

The researcher found that the employment and women's empowerment in selected local NGOs in Mogadishu Somalia are significantly correlated.

The researcher recommended that local NGOs must be put in place the policies that guarantee women's rights and protect women in the workplace, the home and the community.
CHAPTER ONE

THE PROBLEM AND ITS SCOPE

Background

Women empowerment in world cannot be considered as a uniform issue and treated with stereotyped measures. In different parts of the world the issues are different and therefore the needs are also different.

Women empowerment is not equivalent to a motorway where administration of stereotyped fast-track programmers will bring quick change. Making some women gain power in the present structures or making a few more to make informed choices in their life is not really changing the situation on the ground.

The underlying conditions which affect women in the form of bias and discrimination exist in the social fabric of the society and therefore addressing the issue in a limited and stereotyped manner is not going to help women empowerment in world.

Empowerment seems to be one of the most-popular buzzwords of the last decade, with women constituting the prevalent target group of the empowerment trend. Even one of the eight Millennium Development Goals is entirely dedicated to gender equality and the empowerment of women. The Gender Development Index (GDI) (adjusting the Human Development Index (HDI) for inequalities in the attainments of women and men), which is for all countries lower than their HDI, indicates gender inequality as a worldwide phenomenon (Mohanty 2005, 2). The need to empower power is globally acknowledged.
The World Bank has suggested that empowerment of women should be a key aspect of social development programs (World Bank, 2001).

Women's status in developing countries reports widespread inequality between the genders. Inequality between women and men takes the form of economic inequality as well as differentials in education, health care, rights, and access to a number of essential resources and differences in power in all spheres of life. In 1994, at the International Conference on Population and Development in Cairo, development organizations agreed that women's empowerment is necessary for important development outcomes: “the empowerment and autonomy of women, and the improvement of their political, social, and economic and health status, constitute an important end in themselves and one that is essential for achieving sustainable development.” Gender equality and women's empowerment is necessary for the improvement of women and men's well-being, for social justice, and for the achievement of development goals.

Employment opportunities for women are very important in order to reduce discrimination and empower women, employment Opportunities for women in Somalia have increased in recent years But have in equality in promotion and recruitment and decision making most of this in equality are based on discrimination against women culturally.
This study explores the relationship between employment and women's empowerment in Somalia. The current rhetoric of women's "empowerment" in developing countries calls for greater participation and decision-making in the economic, political and social spheres. In the economic sphere, paid employment is seen as essential to women's empowerment. Research on the relationship between employment and empowerment often focuses on access to employment opportunities and working conditions at the societal level, and on a woman's control over resources and contribution to total family earnings in the household.

Employment is unpacked and includes occupation and a number of employment characteristics to demonstrate important differences in outcomes for women's empowerment across various aspects of what "working" consists of.

This study asks the question, when does employment empower women and when does it not, and in what ways?

Statement of the Problem

The most common argument says that women's participation in income-generating activities will lead to women's empowerment because by having access to resources a woman can improve her bargaining position, thereby allowing for greater control over decisions and life choices. The job opportunities those are available to most women in Somalia and other developing countries are limited. Both gender ideologies and women's lower education levels mean that the jobs available to most
women require little skill, pay poorly, afford no security and involve poor working conditions. This combined with the fact that participation in income-generating activities does not erase women’s domestic responsibilities.

This study tries to look at some of these elements to better understand the relationship between employment and empowerment. In addition to women’s employment status, this study asks: what role does her occupation play in empowerment? How important is whom she works? Also, what is the relationship between empowerment and women’s contribution to the total family earnings?

**Purpose of the Study**

The following are the reasons why the study is proposed:

1. To test the hypothesis of no significant relationship between Employment and Women’s empowerment in selected NGO’s in Mogadishu Somalia.
2. To bridge the gaps identified in the related studies.
3. To validate the existing information about Employment and Women’s Empowerment based on the theory to which this study is based.
4. To generate new knowledge based on the findings of this study.

The main aim of the study is to indicate the relationship between employment and women empowerment in selected NGO’s in Mogadishu,
Somalia. The study was doing to find out how empowerment affects women employment.

Research Objectives

**General Objectives:**

The study was to investigate the correlation between employment and women's empowerment in selected NGO's in Mogadishu, Somalia.

**Specific Objectives**

1. To determine the demographic characteristics of the respondents as to: Age, Gender, Marital status, highest qualifications, Number of years work experience.
2. To determine the level of women employment in selected local NGO's.
3. To determine the level of women's empowerment in selected local NGO's.
4. To establish if there is a significant relationship between the levels of employment and women's empowerment in selected local NGO's.
Research Question

1. What are the demographic characteristics of the respondents as to: Age, Gender, Marital status, highest qualifications, and Number of years work experience?
2. What is the level of employment in local NGO's?
3. What is the level of women's empowerment in selected local NGO's in Mogadishu, Somalia?
4. Is there any significant relationship between the levels of employment and women's empowerment in selected local NGO's in Mogadishu, Somalia?

Hypothesis

Null Hypotheses

There is no significant relationship between the levels of employment and women’s empowerment in selected local NGO’s in Mogadishu, Somalia.

Scope

Geographical scope: The scope of the study was concerned in the selected local NGO’s in especial the capital city Mogadishu. This study was targeting employees and managers in the local NGO’s.

Content scope: The study intends to determine employment and women’s empowerment, significant relationship between employment and women’s empowerment in selected local NGO’s. Cause and effect
relationship between the independent variable (employment) and dependent variable (women's empowerment)

**Time Scope:** The study was being conducted during 2011 to 2012.

**Theoretical Scope:**

This study was based on the theory of female empowerment (Inglehart & Norris 2003; Inglehart, Norris, & Welzel 2002; Welzel 2003).

**Significance of the Study**

The research findings and conclusions of this study may be beneficial to the following people in the following ways:

**Community**

The study may be beneficial to the community where the NGO's services and have the chance to be developed by the women. This enables them to respect the women because they are the base of the community development.

**Women**

The study may be significant to the women because the research is enable the society to understand the roles of the employment to the women's empowerment and then to participate in the social development.
**Future researchers**

The research may also help the future researchers to know and understand the procedures to follow when carrying out a study.

**The researcher**

The study may also be a great significant to the researcher as it will help the contribution to the findings possible procedures of the employment and women’s empowerment in selected local NGO’s in Mogadishu, Somalia.
Operational Definitions of Key Terms

For the purpose of this study, the following terms are defined as they are used in the study:

**Demographic characteristics of** the respondents are attributes looked for in this study in terms of age, gender, marital status, qualifications, and number of years working experience.

**Employment:** the state of being employed or having a job.

**Women’s empowerment:** expansion of the assets and capabilities of women to participate in, negotiate with, influence, control and hold accountable institutions that affect their lives.

**NGOs:** refers to legally constituted non-business organization created by natural or legal person with participation or representation of any government.
CHAPTER TWO

REVIEW OF RELATED LITERATURE

Concepts, Opinions, Ideas from Authors/Expert

In this chapter the researcher was review related literature on the employment and women's empowerment in selected local NGO's in Mogadishu Somalia. And also define some basic concepts. The review of literature will be done in accordance with the objectives and research questions of the study that guide the researcher in the understanding.

Although the definition of empowerment is contested and the term is often used to cover any multitude of concepts, there are a few elements that are widely agreed upon. Most researchers agree that empowerment involves an element of control and choice in the context of power structures that exist in households, communities, nations and also globally. In the case of women's empowerment these power structures often refer to patriarchal systems of control that subordinate women.

Most researchers also agree that empowerment is a process and therefore involves changes in existing power structures and a move from a state of disempowerment to empowerment. Finally, researchers agree that empowerment is multidimensional, occurring at different levels, and in different ways depending on individuals and communities and the environments in which they live of the research problem.
The World Bank (2002) defines empowerment as the "expansion of the assets and capabilities [of individuals]...to participate in, negotiate with, influence, control and hold accountable institutions that affect their lives." Kabeer's (2001) popular definition adds a layer of complexity to the simple component of control and states that empowerment is "the expansion in people's ability to make strategic life choices in a context where the ability was previously denied to them." According to Malhotra et al. (2002), Kabeer's conceptualization of empowerment is particularly relevant because it contains both the element of process and the elements of human agency and choice, with empowerment implying "choices made from the vantage point of real alternatives" and without "punishingly high costs." Basu and Koolwal (2005) add that choice must extend to the ability to choose not to do something without fearing the consequences.

In other words, empowerment is not just a process, but it is the state of being that results from the empowerment process. Dixon-Mueller's (1998) description of empowerment nicely sums up this viewpoint: "empowerment is both a group and an individual attribute; both a process (that of gaining power) and a condition (that of being empowered)."

The researcher goes on to argue that empowerment is a state of being by discussing it in terms of consciousness: "the essence of empowerment is the development of individual and group consciousness of the opportunity and ability to act: consciousness (resulting from a process of 'conscientization') of the existence and sources of injustice;
consciousness of an entitlement to fair and equal treatment and to the conditions necessary for survival, security, or social advancement; consciousness of a capacity to confront, challenge and overcome social injustice wherever it occurs.” In this sense, empowerment is the process by which an individual or group overcomes their own ideas and the external barriers that oppress them (conscientization), and also the outcome of this process, being empowered (consciousness).

This often refers to the ability of empowerment to cross both numerous domains and numerous dimensions, with domain referring to where empowerment occurs. For instance, according to the UN Population Information Network (1995) women’s empowerment involves “their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.” This statement recognizes that empowerment needs to occur across many domains: in women’s own lives, in their homes and communities, in broader society and its structures, and in the national and international arena. In terms of the multiple dimensions of empowerment, Malhotra et al. (2002) point out that various empowerment frameworks identify a number of unique dimensions, suggesting that empowerment must occur along economic, socio-cultural, familial/interpersonal, legal, political, and psychological lines.

The literature on women’s empowerment suggests that empowerment involves choice and control that it is a process and an
outcome and that empowerment occurs across a number of domains and dimensions. Therefore, when thinking about empowerment, we must think of where it occurs and the dimension, in which it occurs, we must consider the context in which decisions are made and the power structures being challenged, and we must look at the characteristics of the women or communities involved in the process. We must also be aware that empowerment can occur in more than one domain and more than one dimension at a time. We must think of empowerment as process, as the whole story, from the awareness of power structures that subordinate women, to the questioning of systems of control, to making active changes and asserting power, and to empowerment as an outcome, as a state of being.

**Theoretical perspective**

This study will be based on theory of promote female empowerment (Inglehart & Norris 2003; Inglehart, Norris, & Welzel 2002; Inglehart & Welzel 2005; Welzel 2003). Of the theories explored, the theory states the following four factors to be particularly important empowerment: socioeconomic development; rising gender-egalitarian attitudes that transform economic development into a cultural process of human development; historical legacies stemming from a society's cultural and political traditions; and institutional design factors.

In theory, it is reasonable to presume that early gains in gender equality take the form of women's greater equality with men in skill development and standard of living. These gains untie women from traditional household activities, setting them free to participate in greater rates in
civic activities such as petitions and boycotts. In turn, a more strongly
female civil society helps pave the way for more women to achieve power
positions. Finally, when women enter power positions in greater numbers
at a broader front, it also becomes likely that more women enter national
parliaments.

Related Studies

Role of NGO’s in Women Empowerment

NGO’s rise in the global context is being identified as an important
phenomenon, which in fact has implication for the development prospects
of the poor in recent years. The participation of women is always
welcomed and being incorporated by the developmental sectors.
Therefore, to improve this degrading and fallen position regarding the
status of women, women’s access to positions of influence and power is
limited in the developing countries, their occupational choices are less,
and their earnings lower than those of men; and they must struggle to
reconcile activities outside the home along with their traditional roles.
Vulnerable women and adolescents are mobilized for raising voice against
oppression and trafficking of women and children. Workshops and
meetings are held with community leaders, representatives of locally
elected body, and imam. The workshop and meeting aims at raising
awareness on the legal and social aspects of polygamy, early marriage,
verbal divorces and government plan for women’s development, family
law. Women's role and participation increased in family decision making and social activities. (Islam and Sultana, 2005)

NGO's can also complement the work of the government through redressing many of the less direct financial costs and social barriers that keep girls from school. Governments must make macroeconomics policies and should start viewing education not as a service or expenditure, but as a human right, and seriously fund quality education. Through this effort girls education would also get a lot encouragement and they would prove beneficial for society and prosperity of a country (Hanchett, 2008).

SOCWO is an NGO, that works at Provincial level aiming at improving literacy, especially among women in order to develop the quality of life of the downtrodden, particularly women and children.

SOCWO as an NGO has a vast experience in the field of Literacy, but it has expanded its operational activities also in other fields. Improving the quality of life through literacy and economic empowerment is the main objective of SOCWO.

SOCWO is also aims to promote the moral, social and economic welfare of the women and children of Somalia. This includes informed and intelligent participation of Somali women in the political, social, and economic aspects of development, peace, and gaining equality in the country. It also promotes and hosts social, educational, cultural and
economic programs and maintains coordination with the global women’s movement and the initiatives of UNICEF and ECOSOC (UNDESA, 2004).

**Indicators of Empowerment**

Women’s household decision-making is often used as indicator of women’s empowerment. Before the word empowerment was used, women’s autonomy, their independence, was often discussed as a goal for women’s rights and equality in society the ability to make decisions that affect one’s life adopted as basics to empowerment. Other aspects of women’s lives have become important to empowerment as the concept has expanded to encompass power in a number of spheres and forms, and women’s control over resources has become a particularly contested aspect of women’s empowerment.

What then does women’s control over resources do for women’s empowerment? Some scholars, like Blumberg (2005), go so far as to say that enhancing women’s control over income and other key economic resources is a “magic potion” for gender equality, development and empowerment. By enhancing women’s economic power in the home in terms of control over resources gender inequality can be reduced, self-confidence increases, women have a greater voice in the household, women can begin to have control over “life options” and they can have a greater influence in community affairs (Blumberg 2005).
This debate is particularly important to the discussion of the links between employment and empowerment because the standard argument is that it is not enough to work and earn a wage, but rather it is control over those resources that matters (Kabeer 1997, Blumberg 2005).

A woman may work, but if she has no say in how resources are managed or allocated in the household, she is unlikely to gain any control or power in the household numerous examples of female workers suggest that the control over resources is closely intertwined with women’s autonomy.

Looking at female Bangladeshi workers, Kabeer (1997) found that access to earnings did not in itself serve as evidence of improvements in bargaining power in the home, but that women’s work and wages allowed for the theoretical possibility, though not usually acted upon, of being able to support oneself and one’s children if they left their husband and of being able to return to one’s natal family as a contributing member (Kabeer 1995). This possibility of alternatives allowed for more autonomy and could increase women’s ability to assert strategic choices.

Other researchers though find that control over resources may not actually matter that much to women’s empowerment because control over resources does not necessarily translate into any real power or into changes in patriarchal control (Kibria 1995; Endeley 2001; Malhotra and Mather 1997). According to Kibria, control over resources is shaped by socioeconomic background and male kin’s ability to provide for the family.
Working class men are more likely to retain control over wages because it affirms their ability to provide for their family and men in higher economic classes are more likely to hand over control over resources. But, this also demonstrates that they could provide for their family and that the woman’s wages were not essential to the household. In either case, women’s access to or even “control” over resources did not translate into woman’s empowerment because women lacked any real control and were unable to challenge the male system of control in the household.

It is unclear whether or not controlling resources is a strong indicator of empowerment, but it does seem that it has the potential to be while the extent of the control and the autonomy it allows are essential to determining how empowering financial control can be, it seems that even in its weaker forms, control over resources should be treated as an indicator of empowerment or at least as a first step towards creating more balanced relations in the home because it indicates some degree of autonomy. For this reason, control over resources is treated as indicator of empowerment in this study.

Employment and Empowerment

So why is employment supposed to lead to empowerment? The most common argument says that women’s participation in income-generating activities will lead to women’s empowerment because by having access to resources a woman can improve her bargaining position, thereby allowing for greater control over decisions and life choices. If a
woman has income of her own, she presumably has a greater ability to take care of herself and is therefore less dependent on her husband or others for survival. Her ability to negotiate within the household should increase not only because she has more to offer the household, but also because she has an improved fallback position. Greater bargaining power in the household is seen as empowering because it affords a woman greater control over her and her family’s life. Other arguments suggest that working may contribute to empowerment because it allows women to participate in the public sphere, to interact with a wider network of individuals and because it can increase self-esteem or self-worth.

On the other end of the spectrum, there are arguments that say that working is not enough to empower women because the barriers that stand in the way of women’s control over their lives and equality are just too great to be overcome by employment alone. Here, the point is that structural factors like poverty, and not choice, lead women into paid employment thereby limiting its potential for empowerment.

On top of this, the job opportunities that are available to most women in India and other developing countries are limited. Both gender ideologies and women’s lower education levels mean that the jobs available to most women require little skill, pay poorly, afford no security and involve poor working conditions. This, combined with the fact that participation in income-generating activities does not erase women’s domestic responsibilities, suggests that most working women face a triple
burden of domestic responsibilities, employment and the burden of ensuring their family's survival.

These arguments are quite simple, but the reality probably lies somewhere in the middle. While it does not appear to be the case that working is a ticket to empowerment, working does have the potential to increase women's autonomy and importance in the domestic sphere; however, the process by which employment could lead to empowerment is much more complex than the above arguments recognize and involves a number of important factors, both in terms of the conditions under which employment takes place and the type of empowerment that we are considering.

In this paper, it is argued that simply being employed is probably not enough to ensure women's empowerment because working does not necessarily allow women to challenge the power structures that prevent their agency and full participation in society (Kabeer 1997; Kantor 2003; Sen 1999; Pearson 2004). Empowerment is also impeded because women's employment is often survival-driven and does not affect changes in gender relations, women's low earnings do not offer them entitlements to social protection, employment does not relieve the burden of domestic labor, it does not increase political participation and it does not lead to equal property rights (Pearson 2004; Baruah 2005). Despite these barriers, employment, under the right conditions, can be an important factor in the promotion of women's empowerment.
How can employment be empowering? It is a matter of looking deeper at this complex connection and taking into consideration the process of employment, not only what drives a woman to enter the work force, but also what happens once she is there and to an even greater extent, what happens in the home as a result of this work and the introduction of her wages. This study tries to look at some of these elements to better understand the relationship between employment and empowerment. In addition to women’s employment status, this study asks: what role does her occupation play in empowerment? How important is whom she works? Also, what is the relationship between empowerment and women’s contribution to the total family earnings?

**Demographics and Empowerment**

Socio-demographic background could influence empowerment both directly, but also indirectly in its relation to employment opportunities, social status and expectations about proper gender roles. Studies find that the status of husbands and wives at marriage and the social context, in terms of family systems and household characteristics, are important to financial arrangements, decision-making power and to women’s economic power overall (Frankenberg and Thomas 2001; Mason 1998).

Younger women, less educated women, rural women, poor women and women of lower castes or classes are also less likely to be empowered.
Education may be one of the most important influences on women's employment and its link to empowerment because of its relation to life chances and outcomes. Among Sri Lankan women, education and employment are critical factors in financial domestic power, but they are not in social and organizational matters (Malhotra and Mather 1997). So while more educated and employed women may have a greater say in financial decisions, they do not necessarily have more say in other matters in the household.

**Occupation and Empowerment**

There is very little research on the connections between occupation and women's empowerment, but studies suggest that there is good reason to believe that a woman's occupation can play a role in empowerment outcomes. A woman's occupation may be important because occupations are associated with income, educational requirements and power within society. They can tell you something about the skills and credentials required to do the job, about the monetary rewards associated with such a position, about working conditions and about class position.

In Somalia, women work in jobs from all occupational classifications, but they are largely concentrated in low-skill, low-income positions like agricultural, domestic work and unskilled manual labor. Very few women are working in higher prestige occupational categories and women are rarely in positions of authority in any employment sector. For
those few women who have the education and the opportunity to work in non-manual position, they are often found in "feminized" occupations in the service industry, like nursing, teaching and social work (ILO 1998). Occupation may be important to empowerment, not only in its links to caste and educational attainment, but also in illuminating working conditions, income and the societal prestige and power, or lack thereof, that goes along with working in one occupation relative to another. Manufacturing jobs that are available to women are labor-intensive, poorly paid, often involve bad working conditions and offer no opportunities for advancement.

According to a report by the ILO (1998), a "study of female and male factory workers in Indonesia found that women were half as likely to be permanent or regular workers, that women were much more likely to be hired on a daily basis, that twice as many women as men were required to do obligatory overtime, and that two thirds did not receive maternity leave."

Looking at occupation tells us not only about socio-demographic background, but also about the working conditions associated with the position, the opportunities that it affords the status it may confer and the amount of authority associated with the position, and in this sense, should be considered when looking at the association between employment and women's empowerment.
Type of Employment and Empowerment

Proximity of a woman’s work to her family and her home could be important in its role of letting women move out of the private and into the public sphere.

Women who work outside the home or for someone other than family may have a greater opportunity to interact in the public sphere and with non-family members than women who work for their family or in the home.

Working inside the home, like working for family, is usually seen as a barrier to empowerment because working in the home means that women remain under the control of male guardians and lack autonomy and mobility. According to Kantor (2002), “norms of female seclusion limit women's mobility in the public sphere, constraining their economic opportunities by limiting their choices of work location and their ability to interact in markets.” Looking at home-based garment workers in India, Kantor finds no connection between mobility and economic success, but argues that the mobility associated with work outside the home is important to economic outcomes and to women’s empowerment.

Part of the link between employment and empowerment can be understood by looking at employment characteristics like whom the respondent works for (Baruah 2004, Datta 2003, IFAD/OE 2000, Kantor 2002, Whitehead 1985). Women who carry out forms of production independent of male household members and in social relationships
outside the family sphere of command and control are more likely to retain control over proceeds of their labor (Whitehead 1985), but many women in India work for their families and more and more women are self-employed. An intervention for women in India reports that self-employment could be empowering for women because it “at least...allows women the possibility to have better working conditions, save on travel time, and be able to more effectively combine reproductive and productive roles”, but that it does not necessarily indicate women’s control over their labor. The evaluation noted “many women [in the intervention] may simply have gone from undertaking paid work outside the home to becoming unpaid family laborers (in male-managed enterprises)” (IFAD/OE 2000).

While it is generally agreed upon that working for family limits women’s empowerment, there is still no real consensus in the role that self-employment can play in empowering women.

Financial Contribution and Empowerment

Women’s wages may be a significant part of increasing women’s empowerment by giving women a greater sense of control and value in their home. Women’s wage contributions to their families can make more valuable to the household and being able to control those wages could mean a greater say in decisions. This relationship between employment and women’s empowerment, specifically, how much of her family’s total
earnings she contributes, is one aspect of women’s participation in the workforce that most researchers agree is important to empowerment.

The extent to which a family relies on the income of a woman can influence the power and control that the working woman has in her household because it increases her value in the household and it improves her fallback position by decreasing her dependence on male family members. If a woman contributes only a small share of her family’s total income, the wages will not translate into a greater say in important decisions; however, if a woman contributes half or even all of her family’s income, she may be able to assert herself more in her household and have a greater voice.

Research on women’s contribution to family earnings and empowerment show support for this positive relationship between larger contribution and increased likelihood for empowerment (Grasmuck and Espinal 2000; Hashemi et al. 1996; Schuler et al. 1996; Kabeer 1997)

Looking at women in Somalia and the relationship between domestic violence and women’s contribution to family earnings, Schuler et al. (1996) found that women who achieved a redefinition of their roles and status in the household tended to be economically successful and/or whose incomes provided most of the family’s earnings. In this case, women’s contributions to their family’s earnings, when significant, translated into increased empowerment in terms of a reduction in domestic violence against women.
Wages can make a difference to empowerment, despite the absence of any dramatic challenge to patriarchy, because earning a wage means that women are contributors and this means that they could be treated differently in their homes (Kabeer 1997). Women in Kabeer's study report that they felt "valued, loved and respected as a result of their hard work", although they did not speak of a direct relationship between earnings and claims that having expanded possibilities offered an improved fall-back position in the time of crisis and conflicts. Women said that they used their wages to secure a more central place in domestic relationships, to improve chances for children and to renegotiate terms of bad relationships. The wages earned "have helped transform the parameters within which women workers make their choices" and in this way have an empowering effect (Kabeer 1997). Overall, women's financial contributions to their families can increase empowerment by increasing Their values to their family and by making women feel more valuable.
CHAPTER THREE

METHODOLOGY

Research Design

This study was conducted using descriptive correlation research design. The choice of this design is made because to intensive investigation of the relationship between employment and women’s empowerment in selected local NGO’s in Mogadishu Somalia.

Research Population

The targeted population of all employees of SOCWO in Mogadishu was estimated about one hundred and forty (140) employees that encompass Managers, and employees. The target population of this study was one hundred and forty (140), which were including employees and managers of different departments in SOCWO.

Sample Size

The sample was one hundred (100) both managers and employee. The data was collected from the selected sample of (100) respondents out of the estimated one hundred and forty that will comprise both managers and employees. In this study the sample of the study is computed using the Slovene’s formula.
Table 1

Respondents of the Study

<table>
<thead>
<tr>
<th>Categories of expected respondent</th>
<th>Target Population</th>
<th>Sample Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>employee</td>
<td>130</td>
<td>93</td>
</tr>
<tr>
<td>TOTAL</td>
<td>140</td>
<td>100</td>
</tr>
</tbody>
</table>

Source by researcher

**Sampling Procedure**

The purposive sampling will be utilized to select the respondents based on these criteria:

1. Male or female respondents in any of the organizations included in the study.

2. An administrator of the organizations under study from the list of qualified respondents chosen based on the inclusion criteria, the systematic random sampling was used to finally select the respondents with consideration to the computed minimum sample size.
Research Instrument

The researcher used standardized questionnaires to collect data. The selection of this tool was guided by the nature of data to be collected, the time available as well as by the objectives of the study.

Validity and Reliability of the Instrument

Validity of the study was assured through expert knowledge, and the researcher was making sure at least the validity coefficient to 70%. There are many methods to be assured whether your study is valid or not and among them is Content Validity Index (CVI). The formula of CVI equals no of items declared valid /total no of items.

However, validity means in research the ability to produce findings that are in agreement with theoretical or conceptual values: in other words, to produce accurate results and measure what is supposed to be measured. Finally, a research instrument is said to be valid if it actually measures what it is supposed to measure.

In other hand, reliability is dependency or trustworthiness and in the context of a measuring instrument, it’s the degree to which the instrument consistently measures whatever it’s measuring (Amin, 2005). In the study, to ensure that the data is reliable a standard test will done; the reliability test will involve a “test-retest exercise” a same test will make to the same population in a different time.
Data Gathering Procedures

Before the administration of the questionnaires

An introduction letter was obtained from the School of Post Graduate Studies and Research for the researcher to ask for approval to conduct the study from employment and women’s empowerment.

When approved, the researcher was secured a list of the qualified respondents from the company authorities in charge and select through systematic random sampling from this list to arrive at the minimum sample size.

The respondents were explained about the study and requested to sign the Informed Consent Form (Appendix 3).

Reproduce more than enough questionnaires for distribution.

Select research assistants who would assist in the data collection; brief and orient them in order to be consistent in administering the questionnaires.

During the administration of the questionnaires

The respondents were requested to answer completely and not to leave any part of the questionnaires unanswered.

The researcher and assistants was emphasizing retrieval of the questionnaires within five days from the date of distribution.

On retrieval, all returned questionnaires will be checked if all are answered.
After the administration of the questionnaires

The data gathered was collated, encoded into the computer and statistically treated using the Statistical Package for Social Sciences (SPSS).

Data Analysis

The frequency and percentage distribution was to determine the demographic characteristics of the respondents. The mean and standard deviations were applied for the extent of accounting information system, and the level management. Pearson's linear correlation coefficient was used to determine the relationship between the extent of accounting information system and management decision making.

The following mean ranges were used to arrive at the mean of the individual indicators and interpretation:

A. employment

<table>
<thead>
<tr>
<th>Mean Range</th>
<th>Response Mode</th>
<th>Interpretation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.26-4.00</td>
<td>strongly agree</td>
<td>very good</td>
</tr>
<tr>
<td>2.51-3.25</td>
<td>Agree</td>
<td>good</td>
</tr>
<tr>
<td>1.76-2.50</td>
<td>Disagree</td>
<td>Fair</td>
</tr>
<tr>
<td>1.00-1.75</td>
<td>Strongly disagree</td>
<td>Poor</td>
</tr>
</tbody>
</table>
B. For women’s empowerment

<table>
<thead>
<tr>
<th>Mean Range</th>
<th>Response Mode</th>
<th>Interpretation</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.26-4.00</td>
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<td>good</td>
</tr>
<tr>
<td>1.76-2.50</td>
<td>Disagree</td>
<td>Fair</td>
</tr>
<tr>
<td>1.00-1.75</td>
<td>Strongly disagree</td>
<td>Poor</td>
</tr>
</tbody>
</table>

Ethical Considerations

To ensure confidentiality of the information provided by the respondents and to ascertain the practice of ethics in this study, the following activities will be implemented by the researcher:

- Request the respondents to sign in the Informed Consent Form (Appendix 3)
- Acknowledge the authors quoted in this study and the author of the standardized instrument through citations and referencing
- Present the findings in a generalized manner.

Limitations of the Study

In view of the following threats to validity, the researcher argued an allowable 5% margin of error at 0.05 level of significance. Measures are also indicated in order to minimize if not to eradicate the threats to the validity of the findings of this study.
**Extraneous variables:** This was beyond the researcher’s control such as respondents’ honesty, personal biases and uncontrolled setting of the study.

**Testing:** The use of research assistants can bring about inconsistency in the administration of the questionnaires in terms of time of administration, understanding of the items in the questionnaires and explanations given to the respondents. To minimize this threat, the research assistants was oriented and briefed on the procedures to be done in data collection.

**Attrition/Mortality:** Not all questionnaires may be returned neither completely answered nor even retrieved back due to circumstances on the part of the respondents such as travels, sickness, hospitalization and refusal/withdrawal to participate. In anticipation to this, the researcher will reserve more respondents by exceeding the minimum sample size. The respondents will also be reminded not to leave any item in the questionnaires unanswered and was closely followed up as to the date of retrieval.
CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

INTRODUCTION

This chapter presents the presentation of data, analysis, and interpretation. The data analysis and interpretation was based on the research questions as well as research objectives, the presentation was divided into two parts. The first part presents the respondents profile or demographic information, while the second part deals with presentation, interpretation, and analysis of the research questions and objectives.

Demographic information of the respondents

This part presents the background information of the respondents who participated in the study. The purpose of this background information was to find out the characteristics of the respondents and show the distribution of the population in the study.

In addition to that, the first objective of this study was to determine the profile of respondents as to Age, Gender, Qualification and Experience to examine what category the majority of the respondents are fit in. Data on this objective was analyzed under the question "What are the demographic characteristics of the respondents as to: Age, Gender, Marital status, highest qualifications, and Number of years work experience."
Table 2  Profile of the respondents N=100

<table>
<thead>
<tr>
<th>Gender</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>54</td>
<td>54%</td>
</tr>
<tr>
<td>Female</td>
<td>46</td>
<td>46%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age (in years)</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>20-29</td>
<td>43</td>
<td>43%</td>
</tr>
<tr>
<td>30-39</td>
<td>27</td>
<td>27%</td>
</tr>
<tr>
<td>40-49</td>
<td>16</td>
<td>16%</td>
</tr>
<tr>
<td>50-Above</td>
<td>14</td>
<td>14%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certificate</td>
<td>8</td>
<td>8%</td>
</tr>
<tr>
<td>Diploma</td>
<td>13</td>
<td>13%</td>
</tr>
<tr>
<td>Bachelors</td>
<td>39</td>
<td>39%</td>
</tr>
<tr>
<td>Masters</td>
<td>33</td>
<td>33%</td>
</tr>
<tr>
<td>PhD</td>
<td>7</td>
<td>7%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of years</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>17</td>
<td>17%</td>
</tr>
</tbody>
</table>

36
From the above table 2 it is indicated that different categories were involved in the study. And 54% of the respondents were male, whereas, the other 46% of the respondents were female; there were more male participants than the female. This revealed that male staff and managers dominated the NGOs sector in Mogadishu Somalia.

The researcher described respondents according to their age in order to establish the impact it might have employment on women's empowerment.

The findings of the study showed that 43% of the respondents belonged at the age of 20-29, and 27% of the respondents were 30-39 of age i.e. middle adult hood. Where 16% of them are between 40-49, and the rest of 14% of the respondents are the age of 50 and above. This indicates that the majority staffs in selected local NGOs in Mogadishu lay in age between 20-29 the young stars dominating the local NGOs could be
because of their hard working style and innovative capabilities that is the dream of every employer.

Table 2 also showed that the findings of the study indicated that the majority of the respondents were degree holders which makes up 39% of the respondents, the second group of the respondents are master holders which represents 33% of the respondents, the third group of the respondents are diploma holders which represented 13% of the respondents and four group of the respondents are Certificate holders which represented 8%. Finally group of the respondents are PhD holders which represented 7% respondents. On average therefore, most NGOs employ graduate staff and managers.

This could be because of the local NGOs requires employment of not only qualified staff but also skilled and knowledgeable workforce.

According to Table 2 the results indicate that the majority (27%) of the respondents have a work experience of 1 year 2 years. Those with work experience of less than 1 year and also 4-5 years were represented by 17% while 19% represented respondents with work experience 5 years and above. Respondents with work experience above 5 years were represented by 20.4%. On average, most local NGOs in Mogadishu tend to employ staff with working experience of 1-2 years. This is probably because such staffs still want to learn more about how these NGOs works and hence work even more to earn promotion or salary increment.
**Description of the independent Variable**

**Level of the women employment**

The second objective of this research was to determine the Level of Women Employment in selected local NGOs in Mogadishu, Somalia. This objective were measured by 15 items or questions in the questionnaire (Non-Standardized) each is selected from one to four 1 strongly disagree; 2 = disagree; 3 = agree; 4 = strongly disagree. To find an answer this objective, respondent were asked number of questions. Their responses were analyzed using SPSS’s summary statistics showing the means and standard deviations, as indicated in table 3.

**Table 3: level of employment**

<table>
<thead>
<tr>
<th>Category</th>
<th>mean</th>
<th>Interpretation</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender equality is considered when it comes to recruit new employees in your organization.</td>
<td>2.00</td>
<td>Fair</td>
<td>1</td>
</tr>
<tr>
<td>Women staffs are freshness and new perspectives to work.</td>
<td>2.36</td>
<td>Fair</td>
<td>2</td>
</tr>
<tr>
<td>Employers treat women staff with the same respect and Consideration they offer other staff</td>
<td>2.40</td>
<td>Fair</td>
<td>3</td>
</tr>
<tr>
<td>Culture and religion are the most two factors affecting women’s employment.</td>
<td>2.43</td>
<td>Fair</td>
<td>4</td>
</tr>
<tr>
<td>Statement</td>
<td>Score</td>
<td>Grade</td>
<td>Number</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>-------</td>
<td>-------</td>
<td>--------</td>
</tr>
<tr>
<td>Domestic issues hinder women to be more productive</td>
<td>2.53</td>
<td>Good</td>
<td>5</td>
</tr>
<tr>
<td>Women employment has a positive impact on social development.</td>
<td>2.56</td>
<td>Good</td>
<td>6</td>
</tr>
<tr>
<td>Women unemployment can lead to the marginalization and exclusion of young girls to the development process.</td>
<td>2.63</td>
<td>Good</td>
<td>7</td>
</tr>
<tr>
<td>Working is important to empowerment and those women who work have greater likelihood of higher empowerment than those that do not.</td>
<td>2.68</td>
<td>Good</td>
<td>8</td>
</tr>
<tr>
<td>Nongovernmental organizations are the most sectors are women employed from.</td>
<td>2.70</td>
<td>Good</td>
<td>9</td>
</tr>
<tr>
<td>Women are perceived inferior at the workplace and the low level education prevents women to get good opportunities</td>
<td>2.72</td>
<td>Good</td>
<td>10</td>
</tr>
<tr>
<td>The low level of education prevents women to get good opportunities</td>
<td>2.76</td>
<td>Good</td>
<td>11</td>
</tr>
<tr>
<td>Women income level determines their participation in socio-economic development</td>
<td>2.81</td>
<td>Good</td>
<td>12</td>
</tr>
<tr>
<td>Women employment can create all to people realize their potential as productive members of society</td>
<td>2.84</td>
<td>Good</td>
<td>13</td>
</tr>
</tbody>
</table>
women employment promotes social integration, intergenerational dialogue, citizenship and solidarity.  

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Grade</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>women need to be recognized and treated as workers and should be provided with safe and healthy working conditions</td>
<td>3.10</td>
<td>Good</td>
<td>15</td>
</tr>
<tr>
<td>Overall mean</td>
<td>2.63</td>
<td>Good</td>
<td></td>
</tr>
</tbody>
</table>

Source primary data 2012

According to table 3 on averages, the extent women employment in terms of local NGOs was good. This is shown with the average mean of 2.63.

From table 3 the results show that majority of respondents agree (Good). The domestic issue hinders women to be more productive and women employment has a positive impact on social development majority of the respondents agreed with the mean of 2.53 and 2.56 respectively, also they agree that women need to be recognized and treated as workers and should be provided with safe and healthy working conditions in NGOs this point indicates that women are essential part in every society.

On the other hand as shown in the above table most of the respondents disagree that culture and religion are the most two factors affecting women's employment in NGOs with the mean of 2.43, and also they disagree those NGOs and other sectors are considering gender equality when it comes to recruit new employees with the mean of 2.00
The averages of both male and female respondents strongly agree that women low level of education prevents them to get good opportunities in NGOs. This point indicates that women are perceived to have low level of education compared to men.

As shown the above table the respondents agree that women are perceived inferior at the work place in NGOs with the mean of 2.72 this point indicates that women are discriminated at the work place in NGOs.

The rest of questions the respondents are mostly agree that women employment has a positive impact on social development and Women unemployment can lead to the marginalization and exclusion of young girls to the development process.
Description of the Dependent Variable

Table 4: Level of women's empowerment

<table>
<thead>
<tr>
<th>Category</th>
<th>Mean</th>
<th>Interpretation</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adding more women to the Human Rights Commission and legal profession are important for eliminating gender bias in and ensuring that women are part of decision-making process.</td>
<td>2.06</td>
<td>Fair</td>
<td>1</td>
</tr>
<tr>
<td>Sensitization and awareness are important factors to build women’s capacity to have say in the community</td>
<td>2.45</td>
<td>Fair</td>
<td>2</td>
</tr>
<tr>
<td>An opportunity for women in education, Employment, commerce, politics and decision-making is of crucial importance for reinforcing women empowerment.</td>
<td>2.60</td>
<td>Good</td>
<td>3</td>
</tr>
<tr>
<td>Women’s financial contributions to their families can increase empowerment by increasing their value to their family and by making women feel more valuable.</td>
<td>2.61</td>
<td>Good</td>
<td>4</td>
</tr>
<tr>
<td>Women empowerment establishes positive relationships and can help overcome global poverty.</td>
<td>2.64</td>
<td>Good</td>
<td>5</td>
</tr>
<tr>
<td>Ensuring women and girl’s education is fundamental to improving women’s empowerment and furthering women’s right and equality.</td>
<td>2.64</td>
<td>Good</td>
<td>6</td>
</tr>
<tr>
<td>The attitude of any society against women determines their involvement in civil society organizations</td>
<td>2.67</td>
<td>Good</td>
<td>7</td>
</tr>
</tbody>
</table>
Empowerment of women is absolutely essential for raising their status in society 2.68 Good 8

Empowerment measures through the degree of autonomy to which women can live their lives, ability to control decision making within the family and measures the relative access to household resources 2.76 Good 9

Women’s control over resources has become a particularly contested aspect of women’s empowerment 2.77 Good 10

Empowered Woman Makes choices and decisions based on knowledge of alternatives leads to concrete action. 2.82 Good 11

Women empowerment should play as equal partners in the development of society. 2.83 Good 12

Training is very crucial for women to improve their standard of living and attaining better life 2.87 Good 13

Empowerment of women demands a rightful place and recognition in the society and social set up 2.90 Good 14

When women are empowered, whole families benefit and these benefits often have ripple effects to future generations. 2.99 Good 15

| Source primary data 2012 | 2.70 Good |
According to table 3 on average, the level of women employment was good. This is shown with the average mean of 2.70, the findings according to table 3 revealed if women are empowered, whole families benefit, and these benefits often have ripple effects to future generations. This was represented by a mean of 2.99 and interpreted as good. This means that a majority of the respondents agree if women are empowered, whole families benefit, and these benefits often have ripple effects to future generations.

The findings of this study also showed that Empowerment of women demands a rightful place and recognition in the society and social set up these findings according to table 3 were represented with mean values of 2.90 and interpreted as good. This means that a good number of the respondents agree that that Empowerment of women demands a rightful place and recognition in the society and social set up.

Table 3 also indicates that Adding more women to the Human Rights Commission and legal profession are not important for eliminating gender bias in and ensuring that women are part of decision-making process, these findings were represented with the mean of 2.06 and also that sensitization and awareness are not important factors to build women's capacity to have say in the community with the mean of 2.45, and was interpreted as poor. This means that small number of the respondents disagreed that to build women's capacity and eliminating gender bias is not enough sensitization and adding more women to the human rights commission.
The rest of the findings were interpreted as good because of their middle mean score. This means that they were agreed by the respondents.

*Testing of the relationships between variables*

**Relation between employment and women's empowerment**

Research question three was derived from the third objective of the study. The third objective of this study was to establish if there is a significant relationship between the levels of employment and women's empowerment in selected local NGOs in Mogadishu, Somalia.

To achieve this objective the researcher used means a basis of correlation between the two variables. The results are presented in the following table 5.
Using Pearson correlation we can see that employment is positively related to level of women’s empowerment in selected local NGO’s in Mogadishu, Somalia.

The r value (0.401) in table 5 indicates a positive correlation between the two variables (r>0). The sig. values (0.000) indicate that the two variables (employment and women’s empowerment) in selected local NGO’s in Mogadishu, Somalia. Local NGO’s are significantly correlated (the sig. is less than 0.05, which is the maximum sig. value for us to state existence of a significant relationship). Basing on these results, the stated research hypothesis is rejected, the alternative is accepted leading to a

Table 5: Relationship between employment and women’s empowerment

<table>
<thead>
<tr>
<th>Variables correlated</th>
<th>Computed r-value</th>
<th>p-value</th>
<th>Interpretation of correlation</th>
<th>Decision on H₀</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment and women’s empowerment</td>
<td>0.401</td>
<td>0.0000</td>
<td>Weak positive correlation</td>
<td>Rejected</td>
</tr>
</tbody>
</table>

Source the researcher 2012
conclusion that employment and women's empowerment sig. = 0.000; are significantly correlated at 0.05 level of significance.

In addition that these two variables have positive correlation which means they are going on the same direction, as one increase , the other increase positively , therefore , if the level employment increase the also the level of women’s empowerment increase also and success.
CHAPTER FIVE

FINDINGS, CONCLUSIONS, RECOMMENDATIONS

This chapter presents the summary of the findings, conclusions and recommendations

FINDINGS

This study was guided by four objectives which comprised of these objectives (I) to determine the profile of the respondents in terms of age, gender, qualification, experience, in local NGO's (II) to examine the extent of employment of selected local NGO's (III) to determine the level of women's empowerment of selected local NGO's (IV) to establish if there is a significance relationship between the extent of the employment and the level of women's empowerment in selected local NGO's (SOCWO).

The first objective of the study was to determine the profile of the respondents in terms of gender, age, education level, and number of years of work experience. The findings revealed that the male respondents dominated the NGOs with a percentage of 54%. Young stars at the age bracket of 20 years-29 years also took a lion’s share with 43%. It also revealed that the NGOs mostly employ bachelor degree holders which were indicated by a higher percentage of 39%.

The finally the results of this study reveals that employees with work experience of 1-2 years had the greatest percentage of 26% compared to the rest.
The second objective was to determine the extent of employment in selected local NGO's. The findings showed, the level of employment in selected NGOs was good because the average mean of this objective was 2.63 which mean that most of the respondents agreed that the level of employment is good.

The third objective was to examine the level women's empowerment in selected local NGOs. The mean index indicated that the degree of the women’s empowerment is 2.70. Accordingly, the findings revealed that the majority of the respondents have agreed that the women’s empowerment indicators were good.

The fourth objective was to determine if there is a relationship between the employment and the level of women’s empowerment for selected local NGOs, and the resultant correlation computed as 0.401 with a level of significance at 0.000 that shows there is a significant relationship between the two variables. Based on these findings the null hypothesis of the researcher was rejected, which leads to a conclusion that the two variables employment and women’s empowerment have weak positive relationship, if the mean is greater than 0.05 there is a correlation.
Conclusion

Based on the findings of the study generated the following conclusions based on the purposes of the study:

Apart from the first objective of demographic characteristics the second objective of this study was to determine the level of employment in selected local NGOs. As the findings showed, the level of employment in selected NGOs was good because the average mean of this objective was 2.63 which mean that most of the respondents agreed that the level of employment is good.

The third objective was to determine the level of women’s empowerment in selected local NGOs. The findings revealed that the local NGOs are a good to women’s empowerment with overall means of 2.70 showing there is strong women’s empowerment policies and employment in the local NGOs.

Lastly, finding indicated a positive significant correlation between employment and women’s empowerment in selected local NGOs in Mogadishu, Somalia. Basing on this finding, the null hypothesis is rejected and the researcher concludes that employment is significantly related to the level of women’s empowerment.

This is because of the correlation of 0.401 and the level of significance at .000. It also concludes that employment directly influences the level of women’s empowerment in the selected local NGOs.
Recommendation

The researcher has argued in this report that women’s empowerment is important to the all the community. Despite its limitations, this study should pave way for future research in this area. Basing generalizations on the findings of this study, the researcher recommends that:

The governments of Somalia to introduce laws that will govern the labor market and promote equal employment opportunity, so that women are other marginalized groups in the society enjoy the same opportunity that men and other non-marginalized groups in the society enjoy, because at the present time such laws are absent.

In order for employment to be more empowering to women and for women’s empowerment in Somalia to be facilitated in general, the structural barriers to women’s rights and equality must be addressed in the household the community, the state, the nation and around the globe.

Policies must be put in place that guarantee women’s rights and protect women in the workplace, the home and the community.

While increasing the jobs available to women is an important step to improving women’s empowerment through employment, these jobs must go beyond what is traditionally available to women and the opportunity structures for women in all positions must be enhanced.
Entrepreneurship among Somali women should be strengthened by means of facilitating access to micro-credit programs for Somali women entrepreneurs; introduction of simple, entrepreneur-friendly administration and credit rules for micro business.

The NGOs are also recommended to create a conducive work environment for women employers so that they accommodate their needs in the work place and to come up with more effective Human resource policies.

The researcher also suggests to organized community sensitization programs, so that the community understands that women are equally productive as men, and that they have the same needs as men.

Finally the researchers recommends that it’s a collective responsibility of the Government, NGOs, profit organizations and the community to promote the skills of the women in Somalia, to perceive that women are competent as men and that development and empowerment of the livelihood of women will positively impact the socio-economic development of the society.
REFERENCES


Dutta, M. (2002). "Women's Power and Authority within Middle-Class Households in Kolkata." Contemporary South Asia


APPENDIX I

Transmittal letter

OFFICE OF THE HEAD OF DEPARTMENT, ECONOMICS AND MANAGEMENT SCIENCES
COLLEGE OF HIGHER DEGREES AND RESEARCH (CHDR)

Date: 26th September, 2012

RE: REQUEST OF NAIMO ABDULLAHI MOHAMUD
MDS/34615/113/DF TO CONDUCT RESEARCH IN YOUR ORGANIZATION

The above mentioned is a bonafide student of Kampala International University pursuing Masters of Development Studies.

She is currently conducting research entitled "Employment and Women's Empowerment in Selected Local NGO's in Mogadishu, Somalia".

Your organization has been identified as a valuable source of information pertaining to her research project. The purpose of this letter is to request you to avail her with pertinent information you may need.

Any information shared with her from your organization shall be treated with utmost confidentiality.

Any assistance rendered to her will be highly appreciated.

Yours truly,

Mr. Malinya Ramadh
Head of Department, Economics and Management Sciences, (CHDR)

NOTE:

Dr. Sulamiti T. Galte
Principal-CHDR
APPENDIX II
Informed Consent

To Whom It May Concern

At Somali Center for Women Empowerment (SOCWE) we are delighted to share with you that we have allowed the information which she has requested from the nongovernmental organizations in the form of questionnaires under title of "Employment and Women Empowerment for Selected Nongovernmental Organizations in Mogadishu, Somalia."

We have given her this information after she has brought us a request letter from Kampala International University which was dated of 1st October, 2012.

We hope success to her and the university as whole.

Yours truly,

[Signature] - SOCWE

Date: 1st October 2012.

[Stamp]
APPENDIX III A
FACE SHEET

DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS
PLEASE TICK (√) THE PROVIDED SPACE BELOW.

Gender: 1. Male
2. Female

Age: 

Qualifications under Education Discipline (please specify):
1. Certificate
2. Diploma
3. Bachelors
4. Masters
5. Ph.D.
6. Others

Number of Years Working Experience (please tick):
1. Less than 1 year
2. 1-2yrs
3. 3-4yrs
4. 5-6yrs
5. 7 years +
Direction: Please write your preferred option on the space provided before each item or after.

Kindly use the Scoring guide below:

<table>
<thead>
<tr>
<th>Scoring</th>
<th>Response Mode</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>(4)</td>
<td>Strongly agree</td>
<td>you agree with no doubt at all</td>
</tr>
<tr>
<td>(3)</td>
<td>Agree</td>
<td>you agree with some doubt</td>
</tr>
<tr>
<td>(2)</td>
<td>Disagree</td>
<td>you disagree with some doubt</td>
</tr>
<tr>
<td>(1)</td>
<td>Strongly disagree</td>
<td>you disagree with no doubt at all</td>
</tr>
</tbody>
</table>

B: QUESTIONNAIRE TO DETERMINE THE LEVEL OF WOMEN EMPLOYMENT

-----1. Women’s income level determines their participation in Socio-economic development

-----2. Women need to be recognized and treated as workers and should be provided with Safe and healthy working conditions

-----3. Women Employment can create all to people realize their potential as Productive members of society

-----4. Gender equality are considered when it comes to recruit new employees in your organization

-----5. Women employment has a positive impact on social development
6. Women employment promotes social integration, intergenerational Dialogue, citizenship and solidarity

7. Culture and religion are the most two factors affecting women’s Employment attainment in your environment

8. Nongovernmental organizations are the most sectors are women employed from

9. Working is important to empowerment and that women who work have greater likelihood of higher empowerment than those women that do not.

10. Women unemployment can lead to the Marginalization and Exclusion of young girls to the development process

11. Women are perceived inferior at the work place and the low level education prevents women to get good opportunities

12. The law level of education prevents women to get good opportunities and not considered in some positions

13. Employers treat women staff with the same respect and Consideration they offer other staff.

14. Domestic issues hinder women to be more productive

15. Women staffs are freshness and new perspectives to work in some positions.
C: QUESTIONNAIRE TO DETERMINE THE LEVEL OF WOMEN EMPOWERMENT

1. Sensitization and awareness are important factors to build women’s capacity to have say in the community.

2. Women empowerment should play as equal partners in the development of society.

3. Empowerment of women demands a rightful place and recognition in the society and Social setup.

4. Training is very crucial for women to improve their standard of living and attaining better life.

5. Ensuring women and girl’s education is fundamental to improving women’s empowerment and furthering women’s rights and equality.

6. The attitude of any society against women determines their involvement in civil society organizations.

7. Empowerment of women is absolutely essential for raising their status in society.

8. Women empowerment establishes positive relationships and can help overcome global poverty.

9. Opportunities for women in education, employment, commerce, politics and decision-making is of crucial importance for reinforcing women empowerment
10. Adding more women to the Human Rights Commission and legal profession are important for eliminating gender bias in and ensuring that women are part of decision-making process.

11. Empowered Woman Makes choices and decisions based on knowledge of alternatives leads to concrete creative action.

12. When women are empowered, whole families benefit, and these benefits often have ripple effects to future generations.

13. Empowerment measures through the degree of autonomy to which women can live their lives, ability to control decision making within the family and measures the relative access to household resources.

14. Women's control over resources has become particular contested aspect of women's empowerment.

15. Women's financial contributions to their families can increase empowerment by increasing their value to their family and by making women feel more valuable.
APPENDIX III B

Table 2: Level of Employment

<table>
<thead>
<tr>
<th>Employment</th>
<th>mean</th>
<th>Interpretation</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender equality is considered when it comes to recruit new employees in your organization.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women staffs are freshness and new perspectives to work.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employers treat women staff with the same respect and Consideration they offer other staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Culture and religion are the most two factors affecting women's employment.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Domestic issues hinder women to be more productive</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women employment has a positive impact on social development.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women un employment can lead to the marginalization and exclusion of young girls to the development process.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working is important to empowerment and those women who work have greater likelihood of higher empowerment than those that do not.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Nongovernmental organizations are the most sectors are women employed from.

women are perceived inferior at the workplace and the low level education prevents women to get good opportunities

the low level of education prevents women to get good opportunities

women income level determines their participation in socio-economic development

women employment can create all to people realize their potential as productive members of society

women employment promotes social integration, intergenerational dialogue, citizenship and solidarity

women need to be recognized and treated as workers and should be provided with safe and healthy working conditions

Overall mean
## APPENDIX III C

### Table 3: Level of empowerment

<table>
<thead>
<tr>
<th>Category</th>
<th>Mean</th>
<th>Interpretation</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adding more women to the Human Rights Commission and legal profession</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>are important for eliminating gender bias in and ensuring that women are</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>part of decision-making process.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sensitization and awareness are important factors to build women’s</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>capacity to have say in the community</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>An opportunity for women in education, Employment, commerce, politics</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>and decision-making is of crucial importance for reinforcing women</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>empowerment.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women’s financial contributions to their families can increase</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>empowerment by increasing their value to their family and by making</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>women feel more valuable.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women empowerment establishes positive relationships and can help</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>overcome global poverty.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ensuring women and girl’s education is fundamental to improving women's</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>empowerment and furthering women’s right and equality.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The attitude of any society against women determines their involvement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in civil society organizations</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Empowerment of women is absolutely essential for raising their status in society

Empowerment measures through the degree of autonomy to which women can live their lives, ability to control decision making within the family and measures the relative access to household resources

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Training is very crucial for women to improve their standard of living and attaining better life

Empowerment of women demands a rightful place and recognition in the society and social set up

When women are empowered, whole families benefit and these benefits often have ripple effects to future generations.

Average
Appendix IV

Computing sample size

\[
n = \frac{N}{1+N \alpha^2}
\]

\[
n = \frac{140}{1+140(0.0025)}
\]

\[
n = \frac{140}{1+0.35}
\]

\[
n = \frac{1.35}{140}
\]

\[
n = 100
\]
Table 5

Relationship between staff quality and workers productivity

<table>
<thead>
<tr>
<th>Variables correlated</th>
<th>Computed r-value</th>
<th>P-value</th>
<th>Interpretation of Correlation</th>
<th>Decision on Ho</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment and women's empowerment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
RESEARCHER'S CURRICULUM VITEA

To document the details of the researcher's competency in writing research and to recognize his efforts and qualification, this part of the research report is thus meant.

1. PERSONAL INFORMATION

- Name: Naimo Abdulahi Mohamud
- Nationality: Somali
- Birth date: 1988, in Mogadishu
- Marital status: Single
- Contact address: Tel +256792532662
- Email: zaciima7@hotmail.com

2. ACADEMIC QUALIFICATION AND EDUCATION

a. 2011-2012 Candidate of Master of Arts in Development Studies at Kampala International University, Kampala Uganda.


3. TRAININGS

a. Software training with some hardware course, Ifiye school of computer science (July 2003-jan 2004), Mogadishu.

4. key qualification

Good verbal and written communication skills

5. PUBLICATION

b. "Employment and women’s empowerment in selected local NGOs in Mogadishu, Somalia", a thesis presented to the college of higher degree and research, Kampala International University.
6. REFERENCES

Jama Abdi Mohamed            Tell +252615528025

Hawa Mohamed Ali            COGWO women’s development organization,
                            chairperson. Email: hawa123@gmail.com